

# Nez Perce News

A Newsletter for Employees and Retirees



Volume 1, Issue 9, July, 2005

## *A Message From Jane*



A great deal of change seems to be happening to the forest and the agency. As we close the book on our first hundred years, we are in the position to ask *How will we provide the next century of service?*

For the first time in our agency's history, some of those changes are being directed by forces outside the agency. We have always faced public and political scrutiny. Today, we are being asked to provide greater resource stewardship and public services with decreasing funds. We are being criticized for our costs to administer our business and operate our processes. The Forest Service spends 4% of its entire budget on administration. That adds up to about \$69 million dollars in a \$4.6 billion dollar budget. Other federal agencies average around 10%.

We have prided ourselves on de-centralization. This has allowed us to make decisions about actions on the ground at the lowest possible level. However, we have managed our business processes the same way. With greater demands for financial accountability and standardized electronic reporting systems, it has become harder and harder for the agency to give a clear, defensible answer of our financial situation and our program accomplishments to Congress. This has resulted in direction for changes from the Office of Management & Budget and the President in the form of Indirect Cost limitations, Performance Accountability Systems and stricter financial management.

So what does all this mean to the people on the Nez Perce National Forest?

As we continue with the implementation of the IT Independent Service Organization, and the Albuquerque Service Center for Financial Management and Human Resources, impacts will continue to be felt in the forms of personal turmoil for those affected, burden shift as others learn new processes, and overall impacts to morale and productivity.

On top of that, the decision will soon be made by the Regional Forester as to how to implement the Indirect Cost Cap for Region 1. This too will add to the impacts I mentioned before. At this time, I don't know exactly how many or what positions will be affected. Likewise, with our possible tools for Reduction in Force avoidance, I can't even guess who will be personally impacted. However, these decisions are being made quickly and are to be implemented by the end of FY06. The only promise I can make is, when I know, you will know. Additionally, when you have questions, please ask either me or your supervisor. The questions many of you have already raised have created modification to the proposals presented to decision makers.

As we go through this, I ask that everyone have respect and patience with each other. These decisions will impact all of us differently and we all will respond to them differently. It is important that we continue to share our concerns for the process and for each other. While decisions are being made and implemented quickly, it will take time to make them work correctly. If you feel you need some guidance dealing with the changes, please ask. Help is available both inside the agency and outside via the Employee Assistance Program.

As they say, *the only constant is change.* We will likely see more changes as we move forward with the next round of Competitive Sourcing Studies. Our goal will be to keep our focus on Caring for the Land and Serving People. To me that means doing the best resource job we know how, building relationships with our communities and caring about our coworkers. From what I have seen in the last 6 months, you are all working hard to accomplish these three very important things. I thank you, and encourage you to keep focused on them.

*Jane Cottrell*



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## *Dan Hawkes Leaves The Nez*

*Laura Smith, Public Affairs Specialist*



Dan Hawkes, Patrol Captain for the Central Idaho Zone - Nez Perce and Clearwater National Forests, recently received a promotion. His new job as Regional Patrol Commander is with the Northwest Region's Law Enforcement and Investigations Group. The R6 LE&I group is co-located with the Gifford Pinchot National Forest Supervisor's Office in Vancouver, WA. His report date is August 8.

Hawkes started out in a seasonal job on the Newport Ranger District on the Colville NF in 1975, working on the Timber Crew. It was right after his freshman year of college at

Washington State University. He received a Bachelor of Arts (BA) degree in Criminal Justice, (and a minor in Sociology) from Washington State University, in June, 1978.

Dan received his initial law enforcement training in 1977 while working in law enforcement and fire management at the Oregon Dunes National Recreation Area on the central Oregon coast.

He returned to the Oregon Dunes after graduation in 1978, and worked there seasonally through 1982. He spent a season on the Deschutes NF in 1982, working as a Wilderness guard, and also in Silviculture and Wildlife.

Dan worked for the University of Washington Campus Police Department for about 7 years, intent on returning to the Forest Service if the opportunity presented itself. Dan also received a Master of Science (MS) degree in Natural Resource Sciences, (Wildland Recreation emphasis), again, from Washington State University, in December, 1990.

Dan was offered his career-conditional appointment as a GS-7 LEO on the Athens Ranger District, Wayne NF, in May, 1991. After three years there, he was promoted to a GS-9 LEO at the recently-created Spring Mountains National Recreation Area just west of Las Vegas, NV. Dan applied for, and was offered, the GS-11 Supervisory Law Enforcement Officer job in Grangeville in 1997.

Asked what his fondest memories of the Nez are, Dan responded with, it's the intertwining of people and place. You gotta love the landscape. Given my zone responsibilities with the both forests, I've had the opportunity to see some outstanding resource settings. I've gotten to work with incredibly talented people from whom I've learned a lot ñ from the 1039 seasonals to long- (some really long-) tenured staff and highly dedicated line officers. Their persistent efforts on behalf of these resources, in an increasingly complex and contentious administrative setting, is pretty amazing. I've nothing but respect for the employees of the two forests in Central Idaho.

Dan will be doing his own cooking for a while, living in an apartment about 3 blocks from his new duty station. His wife Carmel, is currently employed as a seasonal Office Assistant, working at the Nez Perce Forest Supervisor's Office. They have 2 daughters. Christina is a Computer Science major at Massachusetts Institute of Technology in Cambridge, MA, and will be a junior this fall. Miranda will be a high school senior this year. Carmel and Miranda will remain in Grangeville for Miranda's senior year. The Hawkes family will look to purchase a home in Vancouver near the end of the 2005-06 school year, then make the final move to consolidate back into a single household.

# ***Fire Squirts 2005***

*Jill Wilson, Fire Prevention Technician*

Fire Squirts - A week-long fire education day camp developed by Jill Wilson of the Red River Ranger District was held at the Grangeville Kids Club July 11<sup>th</sup> -15<sup>th</sup>.

Starting with the basics of how fire burns, the students learned about fire behavior, fire ecology, defensible space, and firefighting techniques and roles. Through several burn



experiments, field trips, and hands-on activities, fun and education was had by all.

Participants had the opportunity to go to the Grangeville Fire Department station and the Grangeville Air Center (where they visited the smokejumper loft as well as the helicopter operations). They went to Fish Creek Campground for a mini fire academy and campfire lunch, followed by a visit to a local home to assess defensible space.

According to the participants, the highlights were the defensible space gingerbread houses, the fire academy, and the ice cream making review activity.





## ***Doug Fleming Retires***

Doug Fleming, Road Maintenance Supervisor for the Nez Perce National Forest, retired the end of May. Doug served in this position for four years from 2001-2005. He was an Engineer Equipment Operator on the Nez Perce Forest from 1994-2004 before being promoted to supervisor.

From 1966 to 1969, Doug served in the U.S. Army Corp. with one year in Vietnam. He received an Associate's Degree from Fresno Community College in Fresno, California in 1972. He worked as a Road Maintenance Supervisor for Fresno County Public Works from 1972-1993.

"I've always appreciated working with the road maintenance crew. They're a great bunch of hardworking guys and it's gratifying to look back at the jobs we've completed and feel the satisfaction of a job well done," shared Doug.

He lives with his wife Linda about 2 miles east of Grangeville. They raise Angus cattle and horses and really enjoy the country life. Doug's hobbies include fishing and hunting, but he intends to do some traveling as well.

### **Anthony Botello**

## ***New Employees***



Anthony (Tony) Botello arrived on the Forest on July 25. He is the new Recreation and Wilderness program leader. He will actually have two duty stations, part-time at the Supervisor's Office and part-time at the Moose Creek Ranger District.

Tony was a Wilderness Ranger on the Sierra National Forest (NF) from 1987-1990. He graduated with a B.S. in Natural Resources Recreation Management from California State University in Chico in 1991.

From 1991 to 1999, Tony worked in Wilderness, Trails & Recreation on the Salmon-Challis NF, Idaho. He was the Trails & Recreation Manager on the Wasatch-Cache NF, Utah from 1999-2002. From 2002-2005 he worked in Recreation, Lands, Special uses, Minerals, Trails and Wilderness at the Eldorado NF in California.

Tony says, " My hope is to help in the sustainable management of the NPNF Wilderness and recreation resources. To work with other managers in the Frank Church, Selway-Bitterroot and Gospel-Hump Wilderness."

The Botello family moved to Grangeville from Jackson, California. The family consists of Tony's wife Alexandra, daughter Camille (7), Anna (4), Black lab Bella and Tommy the cat. Tony likes to fish, hunt and play hockey.

## Jake Strohmeyer

The Nez Perce National Forest welcomes Jake Strohmeyer, Civil Engineer, to Grangeville. Jake started working on the forest on April 18.

He graduated from the University of Idaho with a B.S. in Geological Engineering. He has worked on the Idaho Panhandle National Forest as a Civil Engineer, the Boise National Forest as a firefighter and as a packer for Chamberlain Basin Outfitters.



Jake and his wife Heidi, along with their son Brady (8) and daughter Challis (3) are in the process of building a house in Grangeville. Jake enjoys hunting, fishing, archery, running and cycling.

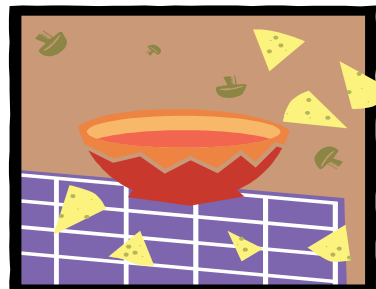
## ***Fresh Salsa***

*Great for dipping or served as a topping for broiled fish or baked potatoes*

- ï 6 tomatoes, preferably Roma (or 3 large tomatoes)
- ï 1/2 medium onion, finely chopped
- ï 1 clove garlic, finely minced
- ï 2 serrano or jalapeno peppers, finely chopped
- ï 3 Tbsp. cilantro, chopped
- ï Juice of 1 lime
- ï 1/8 tsp. oregano, finely chopped
- ï 1/8 tsp. salt
- ï 1/8 tsp. pepper
- ï 1/2 avocado, diced

Combine all of the ingredients in a glass bowl. Serve immediately, or refrigerate and serve within 4 or 5 hours. Fresh herbs add flavor, so you can use less salt.

Makes 8 servings of 1/2 cup each. Per serving: 42 calories, 2 g total fat (less than 1 g saturated fat), 0 cholesterol, 44 mg sodium.



## *Smithsonian Festival - Washington, D.C.*



The Smithsonian Institution curators chose Ian as one of about 100 participants to take part in this year's Festival, from over 500 people who were originally interviewed as possible participants. The curators chose Ian because of his expertise with many kinds of traditional tools, along with the charisma he exhibited on the interview videotape.

Of 100 amazing participants of the festival for the Forest Service program, Ian was among the best. Ian played several roles at the Festival. He was instrumental in building a fire lookout tower as one of the backdrops for the festival. He played a large part in developing the Woodlands Heritage interactive display, showing how to use many traditional tools, and discussing the true meaning of wilderness. He was tireless in demonstrating the use

of a crosscut saw, and helping thousands of Festival visitors use that saw.

There was a constant line of visitors, among the 1.1 million visitors in all, waiting to learn how to use a crosscut saw.

Smithsonian media coordinators were so taken by Ian's knowledge, poise, and personality, that they directed reporters to him to describe highlights of the Festival. Ian shared the Community Stage with two others, discussing Heritage Matters, before numerous visitors. Ian pitched in and helped wherever he was needed, for as long as he was needed. Ian's knowledge, enthusiasm, and abilities were remarked on by many Festival workers.



*Linda Feldman,  
New Century of Service Coordinator*





## 2005 *Intertribal Youth Camp*

*By Steve Armstrong, American Indian Program Manager*

This past June, the Newport Ranger District of the Colville National Forest in eastern Washington hosted the 2005 Intertribal Natural Resource Youth Camp at the Chewelah Peak Learning Center near Usk, Washington. Sponsors of the camp included the Kalispel Tribe, Nez Perce Tribe, Coeur d'Alene Tribe, Kootenai Tribe and the Colville, Nez Perce, Idaho Panhandle, and Clearwater National Forests. The camp is an annual event hosted by a different forest each year.



For four plus days, tribal youth were exposed to various aspects of natural resource management through hands-on experience in a field setting under the guidance of Forest Service and Idaho Fish and Game employees. The campers participated in many different projects throughout the week including fisheries, wildlife, culture, recreation, silviculture, and map and compass orientation. Each project was performed in existing district work locations.

Prior to any field project participation, everyone participated in a ropes course. The content was designed to be a group event and focused on teamwork and problem solving to achieve a common goal or to complete a specific task. This also served as a good ice breaker with the campers to learn each other's names quickly and efficiently.

The fisheries project was located in a meadow that had been a homestead in the 1900s. The group planted willows and dogwood adjacent to the stream to help return the area to a more natural condition. Exposure to fish shocking and tracking was performed with the Kalispel Tribal Fisheries Program on the Pend Oreille River.



One evening, a wildlife biologist spoke about the large mammals of the area. The campers identified various animals through their tracks, skulls, and tanned hides. Most campers then were able to make their own plaster cast of an animal of their choosing.

The Kalispel Tribal archaeologist provided a tour and discussion about several significant archaeological sites on the Kalispel Reservation. The group built picnic tables for installation at a lakeside campground. The natural carpenter was exposed in several campers.

continued...

The Colville National Forest has been planting white pine in past timber sale units. The group traveled to a white pine stand to prune the trees in an effort to help prevent the spread of Blister Rust.

Back at the Learning Center, the group was tested on their skills in map and compass reading and completed a pacing exercise. Three campers each formed groups to follow a predetermined compass course. The group which returned closest to the designated ending site was the winner. Everybody came close. One group of Forest Service people actually came the closest to the end point, however, they were not allowed to win as this was a youth event ☺.



In the evenings and other free time, each camper worked on their individual journal. This was a time when they could reflect on the camp, work projects, and other campers. Several high spirited games of volleyball were also played throughout the week.

All in all the camp is a great way for tribal youth to get some exposure to, and hands-on experience with potential employment opportunities in the future, either with their respective tribal organization or in the state or federal realms. Next year the camp will be co-hosted by the Coeur d'Alene Tribe and the Idaho Panhandle National Forest.





## *How To Reduce Stress In The Workplace*

Positive job factors can play an important part in keeping stress in check. Having supportive co-workers, managing time effectively, being active in social groups and not taking work home with you are effective ways to minimize stress.

Management can provide invaluable assistance to employees (and themselves) by setting effective stress management techniques. Some of the vital ways to do this are:

1. Set realistic goals and priorities.
2. Encourage good time-management techniques.
3. Take short breaks after a particularly stressful event.
4. Rehearse and prepare. Being prepared reduces stress.
5. Don't procrastinate.
6. Know your limits. Be realistic about what you can accomplish.
7. Change your attitude. Worrying won't make it better.
8. Schedule your stress. Stagger known stressful activities and prepare for known stress in advance.
9. Learn to say "no".
10. Treat your body right.
11. Encourage positive self-talk. I can handle this one step at a time.
12. Do one thing at a time.
13. Have faith.
14. Focus. Leave work at work and home life at home.
15. Enjoy nature.
16. Drink Water.
17. Move around. Use stairs. Walk.
18. Schedule time for yourself.
19. Forgive.
20. Most important, **MAINTAIN A SENSE OF HUMOR.**

**LAUGHTER IS THE MEDICINE OF THE GODS  
AND GREAT MEDICINE FOR HUMANS, TOO!**

## *Ice Cream Social Celebration*



*Duane Stephens, Gary Solberg and friend  
fiddling for the crowd*

Duane Stephens and retiree Gary Solberg played some wonderful fiddle music while tours were given of the Historical Slate Creek Museum. The Slate Creek cabin was constructed in 1909. In the fall of 1975, the Ranger Station was dismantled and moved to its present location at Slate Creek. Many of the

An Ice Cream Social and celebration of 100 years with the Forest Service was held Saturday July 16 at the Slate Creek Ranger District. It was a great success! Approximately 100 people attended, some current Forest Service employees, Forest Service retirees and a few of our local police force showed up for a few scoops of ice cream.

The weather on the Salmon River this time of the year can be brutal. However with a light wind, the weather was perfect. Of course lemonade and ice cream helped everyone stay a few degrees cooler.



*Ace Barton entertaining the crowd with his stories.*

furnishings inside were donated by former Forest Service employees.

Ace Barton, retired Forest Service employee and local historian was the guest speaker. He was a hit speaking about the history of the Nez Perce Forest. Soon after Ace spoke, "The Greatest Good," a 2-hour documentary of the history of the Forest Service, was shown.



*Steve Lucas (in uniform)  
serving ice cream*

Steve Lucas, Forest Archaeologist, hauled the ice cream to the district in a freezer in the back of his pickup! Steve is to be commended for his extra effort in planning and funding this event. And many thanks to the employees at the Slate Creek Ranger Station for assisting in planning and hosting this successful afternoon.

## *Length of Service Awards*

Deputy Forest Supervisor Steve Williams presented Length of Service Award certificates and pins to employees at the July 25 Monthly Safety Meeting at the Supervisor's Office. Recipients follow:

### 30 Year

Donald Sorenson

### 20 Year

Eugene Delimata  
Debra Gerfen  
Lillian Gormley  
Jennifer Stephenson

### 10 Year

Roy Babb  
Doug Marolf  
Mark Zink

### 25 Year

Sandra Aiken  
Karen Gilson  
Rodney Lane

### 15 Year

Erica Wilsey  
Violet Rose  
David Crousser  
Robert Barreros

### 5 Year

Michael Blinn  
Ryan Grabinski  
Victoria Guthrie  
Julie Lombardo  
Ryan McBoyle  
Matt Myers  
Joslyn Osborn  
David Schultz  
Matthew Smith

# *Congratulations!*



We couldn't resist one more photo of Danny Hawkes, shown here with Idaho County Sheriff Larry Dasenbrock at the Ice Cream Social.





## Nez Perce National Forest Vision

- \*We on the Nez Perce National Forest serve with integrity.**
- \*We build and foster healthy interpersonal relationships.**
- \*Our creative stewardship integrates science and social values ensuring ecological sustainability.**

**UNITED STATES  
DEPARTMENT OF AGRICULTURE  
FOREST SERVICE  
NEZ PERCE NATIONAL FOREST  
1005 Highway 13  
Grangeville, ID 83530**

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**Penalty for Private Use, \$300**